

Accessibility Advisory Committee

Report

6th Meeting of the Accessibility Advisory Committee
June 28, 2018
Committee Room #4

Attendance PRESENT: J. Madden (Chair), M. Cairns, L. Chappell, M. Dawthorne, N. Judges, J. Menard, P. Quesnel, K. Schmidt and J. Bunn (Secretary)

ABSENT: A. Forrest, J. Higgins, P. Moore, K. Ramer and F. Simmons

ALSO PRESENT: K. Broderick, J. Clair, K. Cook, C. Da Silva, P. Foto, K. Husain and J.P. McGonigle

The meeting was called to order at 3:00 PM.

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

2. Scheduled Items

2.1 Accessible Employment

That it BE NOTED that the attached presentation from P. Foto, Manager III, Talent Management and K. Cook, Recruitment Specialist, with respect to Accessible Employment at the City of London, was received.

2.2 Adults with Autism Spectrum Disorder

That a representative from Parks and Recreation BE REQUESTED to attend a future meeting of the Accessibility Advisory Committee to update the committee on measures being taken to assist individuals with Autism Spectrum Disorder at City of London facilities; it being noted that the attached presentation from J. Clair, was received with respect to this matter.

2.3 Outdoor Events Guide Update

That the Special Events Council Policies Manual and the Special Events Administrative Procedures Manual BE REFERRED to the Policy Sub-Committee for review; it being noted that the attached presentation from J.P. McGonigle, Division Manager, Parks and Recreation and K. Broderick, Manager, Special Events and Community Rentals with respect to and update on the Outdoor Events Guide, was received.

3. Consent

3.1 5th Report of the Accessibility Advisory Committee

That it BE NOTED that the 5th Report of the Accessibility Advisory Committee on the Environment, from its meeting on May 24, 2018, was received.

3.2 Municipal Council Resolution - 4th Report of the Accessibility Advisory Committee

That it BE NOTED that the Municipal Council resolution, from its meeting held on June 12, 2018, with respect to the 4th Report of the Accessibility Advisory Committee and its delegation before the Community and Protective Services Committee, was received.

4. Sub-Committees and Working Groups

4.1 Built Environment Sub-Committee Report

That the following actions be taken with respect to the Built Environment Sub-Committee report from its meeting held on June 11, 2018:

- a) the Civic Administration BE REQUESTED to attend a future Built Environment Sub-Committee meeting to review the London Complete Streets Design Manual in more detail and give the sub-committee more time to provide feedback; and,
- b) the Civic Administration BE REQUESTED to attend a future meeting of the Accessibility Advisory Committee to discuss traffic calming measures used in the City of London and the effects of those measures on people with disabilities.

5. Items for Discussion

5.1 Statement at Council and Standing Committee Meetings – Supportive Devices

That the following actions be taken with respect to the revised communication dated May 22, 2018, from the City Clerk, with respect to the statement at Council and Standing Committee meetings regarding supportive devices:

- a) the City Clerk BE REQUESTED to post the statement contained in the above-noted communication on all Advisory Committee agendas; and,
- b) all Committee Chairs BE REQUESTED to read the above-noted statement aloud prior to each Committee meeting.

5.2 Meeting with the Mayor and Members of Council

That it BE NOTED that a verbal update from J. Madden, with respect to the meeting with the Mayor and members of the ACCAC that occurred on the morning on June 28, 2018, was received; it being noted that the Accessibility Advisory Committee held a general discussion with respect to this matter.

5.3 Summer Meeting Schedule

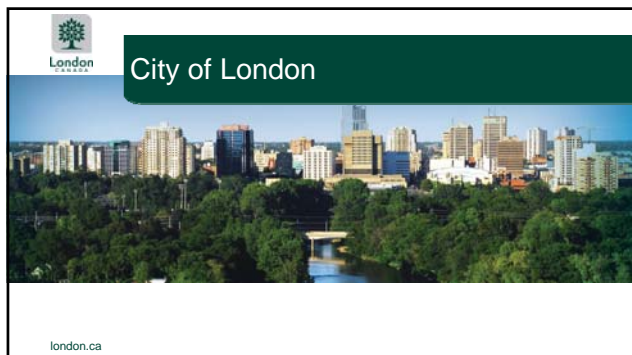
That it BE NOTED that the next meeting of the Accessibility Advisory Committee will be held on July 26, 2018.

6. Deferred Matters/Additional Business

None.

7. Adjournment

The meeting adjourned at 5:00 PM.



Agenda

- What are we doing?
- Accommodations
- Impacts
- Next Steps

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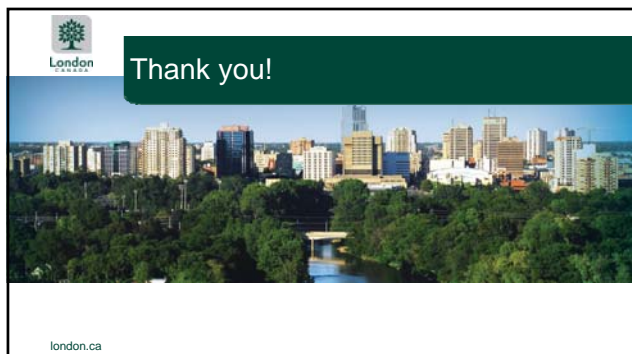
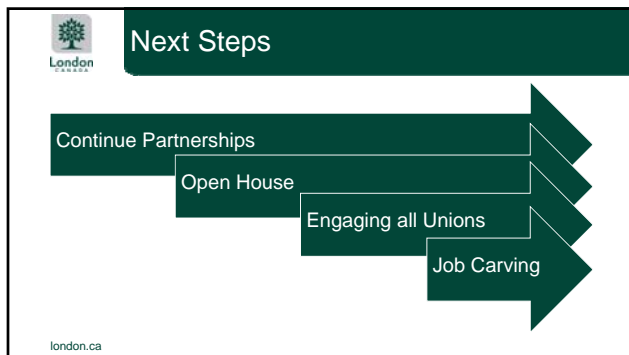
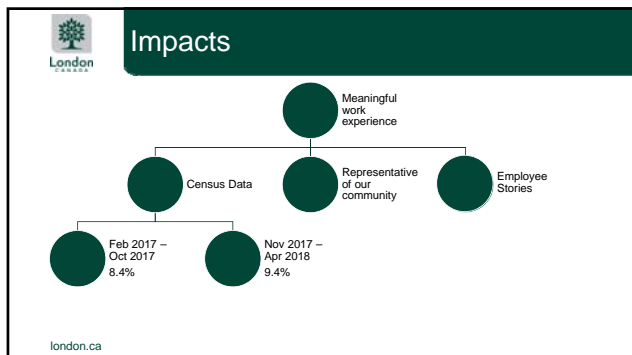


Accommodations

Available at ALL stages of recruitment process

- Communication devices
- Accessible work stations
- Start time
- Testing

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Social Programming for Adults with ASD

Disclaimer

I am not a member of the neurodiverse community nor am I on the spectrum. Previously, I was an employee in a workplace which employed a number of individuals who had been diagnosed with ASD. Over time, I was introduced to issues facing individuals on the spectrum, including employment barriers and the 'services cliff' many individuals with ASD experience once they turn eighteen and/ or graduate from high school.

Introduction

On April 25, 2018, 25-year-old Alek Minassian drove a van onto a busy Toronto sidewalk, killing 10 people and injuring 16. Minassian was diagnosed with type one autism (formerly known as Asperger's Syndrome) early enough in his life that, in high school, he was placed in a special education class for students with Autism Spectrum Disorder (ASD): it was not clear if he continued receiving assistance as an adult, or if he was receiving appropriate support at home (Perreux, 2018). According to Oswald et al., 500,000 American youth with ASD will be entering adulthood over the next decade (2017). Considering the absence of programming which exists for the estimated 50,000 adults with ASD in North America, it is unlikely that Minsassian received the outside support he needed to achieve a good quality of life.

Minassian is allegedly a member of incel: an online group of 'involuntarily celibate' men who blame women for their sexual failings. Minassian's autism, lack of support, and subsequent radicalization by the internet indicate the paucity of community support for adults with ASD in Canada. Additionally, Minassian's autism diagnosis has prompted Autism Ontario, the Geneva Centre for Autism, Kerry's Place, and the Redpath Centre to co-author a media release denouncing the link between violent crimes and individuals with ASD: this indicates a need for an increased understanding of ASD for Canada as a whole. This report will conclude with recommendations regarding how the City of London can better serve adults with ASD, and how a raised awareness of ASD can improve city services.

What is ASD?

In order to properly discuss Autism Spectrum Disorder, it is necessary to establish a concrete definition of autism. Autism Ontario describes ASD as "a wide range of behavioural challenges stemming from difficulty in verbalizing thoughts, managing anxiety, dealing with change, participating in group activities, disengaging from discussions on a specific topic – all leading to problems in coping with everyday activities" (2007). The Diagnostic and Statistical Manual of Mental Disorders (DSM-5) defines ASD as "persistent deficits in social communication/ interaction across contexts" (Hyman, 2013). Sami Richa et al. (2014) characterize autism as "communication deficits, social difficulties, and the presence of repetitive behaviors, such as repeating words or actions and obsessively following routines or schedules". These behaviours increase the instances of harassment by the peers of individuals with ASD. The difficulties experienced by individuals with autism can inhibit social functioning, resulting in a gamut of negative consequences.

'Autism Spectrum Disorder' or 'ASD' is the term endorsed by a number of advocates for the neurodiverse community, including Autism Canada and the American Psychiatric Association. Previous terms, such as 'high-functioning autism', are considered dated by the medical community, and demeaning by individuals on the spectrum. Given the highly individual nature of ASD, this term is thought to be more representative of individuals on the spectrum.

Discussion

According to Autism Ontario, more than 50,000 adults in Ontario have autism (2002). The earlier an individual receives an ASD diagnosis, the more easily they are able to connect with available community supports, although the availability and accessibility of these supports varies widely depending on a family's circumstance and geographic location. While the tools to diagnose ASD are becoming more sophisticated, a significant portion of Ontarians are not diagnosed until adulthood. There is also a drop in supports for people with ASD once they reach adulthood: at present, London offers no social or recreational services specifically for adults on the spectrum, and the majority of programming for adults with disabilities are designed for individuals with an intellectual disability (Autism Ontario, 2002).

In 2013, the fifth edition of the Diagnostic and Statistic Manual of Mental Disorders (DSM-5) was published, with an updated definition of autism. In the DSM-5, the diagnosis of 'autism' was replaced by 'autism spectrum disorder', and subdiagnoses of autism were eliminated (Hyman, 2013). This move toward an encompassing diagnosis of autism reflects the research and clinical practice which has transpired since the publication of the DSM-4. It is important to recognize autism as a spectrum, as more inclusive language is respectful to neurodiversity (Bariela, Steward and Mandy, 2016).

When the DSM-5 updated the diagnostic criteria for ASD, the criteria was rearranged into two categories: social communication and interaction, and restricted and repetitive behaviours (Hyman). Sarah Bargiela et al. characterize ASD as "difficulties with social reciprocity, social communication, flexibility and sensory processing" (2016). While the severity of symptoms in an individual with ASD varies, a general understanding of behaviours related to ASD remains consistent and recognizable throughout the research. A consistent definition of ASD and its attributes means it is easier to make spaces and outreach services more welcoming to the neurodiverse community.

Despite the number of adults diagnosed with ASD and the modified definition in the DSM-5, outreach and understanding of the neurodiverse community remains low among the neurotypical community: a lack of training and understanding has had extremely detrimental effects on individuals with ASD. In a literature review titled "Adverse childhood experiences in children with autism spectrum disorder" (2018), researchers Daniel Hoover and Joan Kaufman noted children with ASD "are bullied at a rate three times that of typically developing children" (Hoover and Kaufman qtg. Maiano et al.). In "Suicide in Autism Spectrum Disorders" (2014), Sami Richa et al. noted the difficulty of determining if ASD or other comorbid factors were the cause of suicide, but concluded that over 50% of people with ASD also suffer from depression (Richa et al., 2014). According to Lieke Wijnhoven et al., anxiety is one of the most prevalent comorbidities in children with ASD, with at least 40% of children with ASD meeting the criteria for at least one anxiety disorder (2018). It can be argued that neurodiverse individuals are frequently the victims of harassment and abuse. While improved healthcare services for ASD is integral for improving the quality of life for individuals on the spectrum, improved social outreach is equally important.

The media narrative of Alek Minassian depicts the killer as a lonely, isolated man who struggled with social interactions. While an official diagnosis regarding Minassian is not available at this time, it should be noted that he falsely claimed he had a gun, and requested the arresting officer to shoot him after he exited the vehicle he had used to kill 10 pedestrians. A suspect in pursuit who demands to be shot when confronted by an officer is a form of suicide recognized by the police. Minassian is an alleged member of incel, an online community which the director of the Toronto Sexuality Centre describes as "a group of

people who usually lack sufficient social skills and they themselves are very, very frustrated” (CTV.ca news staff, 2018). While no excuse for his actions, it can be argued that Minassian was a severely depressed person with suicidal ideation.

It is common for online relationships to play an important role in the social lives of individuals with ASD. Sarah Bargiela, Robyn Steward and William Mandy (2016) found that social media provided women with autism a platform on which they can communicate more easily. According to Bargiela et al.:

[I]n normal face-to-face communication, one would be expected to ‘read’ body language, tone of voice and facial expression, so ‘If [sic] all we have is typing for each other, then it’s completely equal’. Women talked about being able to express themselves more clearly when they didn’t have the pressure and anxiety to respond immediately, as with a face-to-face conversation. . . [U]se of messaging was also an easier and less awkward medium to express difficult emotions and access support from their friends” (Bargiela et al., p. 3289, 2016).

Bargiela et al.’s “The experiences of late-diagnosed women with autism spectrum conditions: An investigation of the female autism phenotype” (2016) examines the elevated risk of females with ASD going undiagnosed until adulthood. Though the study focuses on women who were diagnosed with ASD in or near adulthood, the conclusions of the research “are not specific to females, and also apply to males with ASD, especially those who have average and above intelligence, fluent speech and who receive their diagnosis late” (p. 3291). Bargiela et al. argue that an early diagnosis of ASD can improve an individual’s quality of life, but this sentiment is not helpful for adults with ASD, specifically adults who are diagnosed later in life and under the DSM-5 expanded definition of autism.

While people with ASD forge successful relationships online, increased screen time has been linked to depression. Jean Twenge et al. (2017) found a correlation between increased screen time and depression amongst adolescents aged 13 to 18 between 2011 and 2015. According to Twenge: “[a]dolescents low in in-person social interaction and high in social media use reported the highest levels of depressive symptoms, suggesting this group is the most in need of intervention” (p. 14, 2017). As has been identified by Bargiela (2014) and Hoover and Kaufman (2016), people with ASD are more susceptible to depression. Bargiela also identifies the use of internet forums and social media for women with ASD to navigate social relationships. In respect of these findings, there is an urgent need to create barrier-free opportunities for adolescents and adults to interact face-to-face, especially for individuals with ASD.

There are currently no free social or recreational programs offered for adult Londoners with ASD. The closest municipality which offers social programming is in Toronto: it can be concluded that no municipality is addressing the absence of outreach and programming in all of Southwestern Ontario. When considering the susceptibility of adults with ASD to isolation, depression and suicide, the lack of social programming is deeply concerning. According to a study released by the Centre for Disease Control in 2014, 1 in 68 people are diagnosed with ASD: “[t]his prevalence rate highlights the need to focus on efforts that promote quality of life [. . .] leisure, is important to achieving a high quality of life” (Garcia-Villamizar, Dattilo & Muela, 2017, p. 325). The current services in London for adults with developmental disabilities provide assistance for housing and employment help, but the needs of the ASD community go beyond basic means of survival.

Available Services

Like most communities, the majority of London services for people with ASD are aimed at school-age children and youth. For this section, the websites Autism Ontario, Autism Canada, and Developmental Services Ontario were searched for London-based resources for adults with ASD. Additionally, Elsbeth Dodman, a former colleague and autism advocate, offered a list of resources, none of which were listed on either Autism Junction or Autism Ontario/ Connect Ability.

Autism Canada – Autism Junction

Autism Canada provides a database of services for individuals with ASD. The database is divided into 25 categories (academic supports; assistive dogs and technology; Autism Canada Provincial & Territorial Member; Behaviour Services; Camps, Recreational & Social; community supports for adults; crisis/ crime victim services; dentist; diagnostic/ assessment; early intervention; financial/ funding; government agency; information and support; legal/ advocacy; mental health professional; non-behavioural therapists & services; other medical/ health services; parent/ caregiver respite and support; physician; private/ non-public school; products; research; residential; training; and vocational services) which can be searched one at a time. The search field requires an address to populate results, and retrieves results from 1 km, 5 km, 10 km, 25 km, 50 km, 100 km, 500 km, or 1000 km from the provided address. For the purposes of this search, 25 km was selected as it encompasses the radius of London as well as the surrounding area. Some categories were excluded from this search (private/ non-public schools, early intervention) as they do not relate to the purposes of this report. It was discovered that there are very few supports for individuals with ASD in London. Enclosed are some of the most concerning findings:

Crisis/ Crime Victim Services

There are no specific services of this nature listed on the Autism Canada website. This is particularly troubling, considering the vulnerability of this population to harassment and abuse, as well as the registry for individuals with ASD maintained by the London Police Service. Additionally, individuals with ASD often have difficulty articulating their thoughts, meaning special training would be extremely beneficial for frontline staff dealing with individuals on the spectrum.

Financial/ Funding

The only funding listed in this category is the Ontario Disability Support Program. Notably, Passport Funding is absent from this list.

Community Supports for Adults; Training; Vocational Services

For these three individual categories, nothing is listed. Considering all the resources consulted for the purposes of this report, the lack of services listed under these categories is a failing of the local supports in London which provide help in these areas for youth and adult with ASD.

Diagnostic/ Assessment; Mental Health Professional

For these two separate categories, there is only one result, and it is the same doctor for each category.

Information and Support

There is one result for this category: London Autistics Standing Together (LAST), a grassroots organization which formed in 2016. LAST offers peer support for adults with autism

Autism Ontario

At present, London does not have any groups with ongoing support from Autism Ontario (AO). AO holds events in London, but the majority of these events are intended for young children. The Autism Ontario website links to the Connect Ability website, which links to the My Community Hub website, which is a resource which helps adults living with disabilities learn about Passport Funding, and different services they can access. For adults with ASD, the list of Partner Agencies displays 18 resources. However, the majority of these resources are based in the GTA. Of the 18 agencies listed, only one serves the community of London specifically.

Christian Horizons

Christian Horizons is a non-profit, faith-based organization which provides assistance to adults with exceptional needs. They provide staffed housing and 24-hour care. Christian Horizons works with Developmental Services Ontario's waitlist to fill vacancies.

Elsbeth Dodman

Elsbeth Dodman is a London resident and autism advocate. She has spoken before the Provincial Advocate for Children and Youth, and has been vocal regarding the challenges facing individuals with ASD who are seeking independence (Hazlewood, 2018; Primrose, 2018). Dodman was kind enough to provide a list of resources for adults with ASD in London, and described how the lack of formal organization from advocacy groups, such as Autism Ontario, has been addressed by grassroots initiatives. It is worth noting that none of these services aim to connect post-secondary graduates with disabilities with skilled work for which they are qualified.

LEADS

LEADS Employment Services is a not-for-profit employment and skills development agency. To be eligible for LEADS, an applicant must be above the age of 14 and meet the specific criteria outlined by LEADS' funders. The criteria is not immediately accessible from the website, and potential applicants are encouraged to make an appointment with LEADS' staff.

Accommodation Training and Networking (ATN)

ATN provides job skills training for individuals with disabilities who are hoping to enter the workforce. They provide a variety of employment programs, including unpaid job placements and wage subsidy programs.

Hutton House

Hutton House provides a variety of services for individuals with disabilities, including employment help. Hutton House advocates for its members by providing letters of reference, housing assistance and post-secondary help. The website includes several success stories from individuals with disabilities who have found employment in the community.

We Have Something to Say (WHSTS)

The 'I Have Something to Say' campaign was launched in December, 2013 by the Child and Youth Advocate's office. The report includes many one-on-one interviews with youth living with disabilities, as well as some statistics regarding the employment rates for individuals living with a disability. According to the statistics quoted by WHSTS, 47% of individuals with a disability between the ages of 15 and 65 are unemployed, with only 18% stating their condition prevented them from working (WHSTS, 2016). Persons with disabilities are more likely to be employed in specific occupations, such as personal,

service, customer information service, or sales. According to Statistics Canada, only 16% of persons with disabilities between the ages of 25 to 64 have a university degree.

Grassroots Social Groups

Despite the lack of social and recreational programming for adults with autism, individuals with ASD in the London community have organized informal support networks and meet-up groups. While beneficial for the individuals who are involved in these groups, access remains an issue for individuals who are not immediately connected to group-organizers. Additionally, many people who are currently involved are experiencing barriers to employment, and with no external source of funding, these groups are limited in terms of the types of events they can organize. Finally, access to space where groups can meet regularly remains a challenge, due to the cost to rent a space.

Developmental Services Ontario

The Developmental Services Ontario (DSO) website lists community services and supports for individuals living with a developmental disability. DSO breaks the province into 9 categories, and lists regional services by city and by county. For London-Middlesex, 19 services are listed. Of these services, 3 do not have web sites listed, 3 were recommended by Elsbeth, 2 are not in London, 1 is specifically for individuals in conflict with the law, and 1 is the Canadian National Institute for the Blind – Ontario. The DSO was discovered in a response to an email placed to Christian Horizons, one of the services advertised on the ‘Connect Ability’ website. Notably, the majority of these services address a range of developmental disabilities, and virtually all of them are privatized services.

Alice Saddy Association

The Alice Saddy Association (ASA) provides a variety of supports for individuals with developmental disabilities. The ASA provides a variety of housing assistance, including Supported Independent Living (SIL), Support in Long Term Care, and the Share Your Home Program. ASA also provides employment help, volunteer opportunities, and services which require passport funding. The ASA website also includes a community events calendar which lists a number of low-cost and/ or free community events.

Community Living London

Formerly known as the ‘Association for the Help of Retarded Children’, Community Living London (CLL) has existed since 1951. They offer a variety of Passport-funded and privately funded services for adults with developmental disabilities and their families. Available services include employment help, transitional services, and advocacy. Notably, CLL offers a service called ‘Person Centred Planning’ which works with “adults over the age of 18 with a developmental disability [. . .] to create an individual life plan that identifies each person’s support goals and dreams” (‘Person Centred Planning’, 2018). CLL also offers ‘Community Access Services’ which connects adults with a developmental disability to “meaningful leisure, recreation, practical learning and volunteer opportunities” (‘Community Access Services’, 2018). These are a privatized services which are only accessible through governmental or personal funding.

Anago

According to the website, Anago has three residences located in London which provide “accommodation, daily living and community inclusion services” (‘Developmental Services’, 2013). It is worth mentioning that Anago’s website has not been updates since 2013.

Family Services Thames Valley

Family Services Thames Valley (FSTV) offers counselling, group therapy and volunteer opportunities. Counselling is available on a sliding scale, based on an individual's income.

Goodwill Industries

Goodwill Industries offers employment opportunities and career counselling. Goodwill also complies with the Accessibility for Ontarians with Disabilities Act (AODA) and aims to meet the needs of persons with disabilities in a timely manner.

L'Arche London

L'Arche International Organization is a faith-based organization which creates homes and programs for people with developmental disabilities. To access L'Arche's day programs, there is a fee based on the support participants will require while attending the Day Participation Program. L'Arche holds a monthly potluck and a bi-weekly ecumenical worship service.

Participation House

Participation House provides assisted living for individuals living with disability in London. According to their website, Participation House offers 'Recreation & Leisure' programming, such as dinner groups, scrapbooking, movie nights, arts club, day trips and seasonal events. Fees for Participation House's programming varies depending on the program.

Salvation Army

Salvation Army is a Christian organization which offers support to vulnerable communities living in Canada. The website does not list any programming which is explicitly for adults with developmental disabilities.

Victorian Order of Nurses – Middlesex

The Victorian Order of Nurses (VON) provides a range of care, mostly focused on independent and assisted living. The majority of programming is available for a nominal fee.

Recommendations

There are numerous ways outreach and social programming could be executed for adults with ASD. There is a wealth of research which condones programming that emphasizes improving social interaction and leisure skills. Additionally, there are neurodiverse advocates who cite their personal experience and experimentation as methods to address the absence of social programming for adults with ASD, programming which contributes to improved social skills. The following are specific examples which have either been tested on adult populations with ASD, are recommendations made by members of the neurodiverse community at the 2017 Autism Canada Conference, or are parents who are addressing service gaps in their communities. In an effort to eliminate barriers when accessing the proposed programming, these resources should transpire in a space which is both free and accessible, such as a branch of the London Public Library or a Community Centre.

“Acting my Way Through Autism” by Jake Anthony - <https://vimeo.com/229801615>

Jake Anthony was diagnosed with ASD at the age of four. Anthony struggled to communicate and connect with other people, as well as recognize and understand emotions and body language. His mother enrolled him in an acting class, which allowed Anthony an opportunity to connect and be aware of other people. Acting also provides participants with an opportunity to “have a give-and-take way of

working and communicating” (Autism Canada, 2017). According to Anthony, acting classes were enormously helpful for him in that they emphasized the “talk, listen and react” (Anthony, 2017) of conversations.

Acting classes can easily be implemented, provided there is space, professional stewardship, and structure. Given London’s robust theatre community, the number of city-owned community centres, and the fact that the public library system contains 14 branches, establishing acting classes designed for adults with ASD is an easily attainable goal.

Access Program

The Acquiring Career, Coping, Executive control, Social Skills (ACCESS) Program is a “group intervention tailored for young adults with autism spectrum disorder (ASD) to enhance critical skills and beliefs that promote adult functioning, including social and adaptive skills, self-determination skills, and coping self-efficacy” (Oswald et al., 2017, p. 1742). The program consists of 19 weekly sessions which tackle an important subject for an adult with ASD. Programming for an individual’s caregiver/ social coach is also provided in the most successful implementations of ACCESS programs. The topics are pre-arranged, and each session adheres to a schedule. In Oswald et al.’s study, participants demonstrated “significant improvements in the primary outcome measures of global adaptive functioning and self-determination performance” (p. 1754).

The ACCESS program would require space and professional stewardship to implement. The study group for Oswald et al.’s research was supervised by a psychologist completing postdoctoral clinical training hours and the social coach group leader had a Bachelor of Social Work, with over 25 years of experience working with persons with disabilities. The greatest difficulty in implementing ACCESS programming will be securing the help of professionals from the world of psychology, disability studies, and/or social work. While the extent of the qualifications and experience of the supervisors used in the Oswald study is not necessary, some background in disability studies is mandatory. Considering the uniqueness of individuals with ASD, the subject matter, and the value of implementing ACCESS programming, partnering with academics and professionals ‘from the field’ is strongly encouraged.

Therapeutic Recreation

According to the American Therapeutic Recreation Association (ATRA), ‘therapeutic recreation (RT)’ is “a systemic process that utilizes recreation and other activity-based interventions to address the assessed needs of individuals with illnesses and/or disabling conditions, as a means to psychological and physical health, recovery and well-being” (ATRA, 2017). RT is currently a privatized service which improves social functioning and independence for individuals of all ages (2018). RT aims to “reduce or eliminate the activity limitations and restrictions to participation in life situations” (2018): it has grown exponentially as a career since the ATRA was founded in 1984.

Garcia-Villamizar, Dattilo and Muela (2017) executed a therapeutic recreation program designed to “increase executive function (EF), social skills, adaptive behaviours and well-being of adults with autism spectrum disorder (ASD) and intellectual disability (ID)” (2017). Garcia-Villamizar et al. emphasize the importance of leisure in improving quality of life and identify recreational therapy as a means of teaching leisure skills. Garcia-Villamizar et al. note that people with ASD struggle with leisure, meaning intervention is necessary to help teach leisure skills. ‘Therapeutic recreation’ includes screen and in-person games, wherein participants are able to practice social skills. According to Garcia-Villamizar:

“[v]ideogames, computer tasks, [and] other manual activities and games were used” (p. 334). The structured activities, overseen by professionals, had a tremendous effect on the participants of the study: Garcia-Villamizar et al. noted an improvement in executive functioning (EF) after post-intervention, a positive development which was demonstrated in increased flexibility and inhibition among the participants (2017).

Two considerations for implementing a recreational therapy programme for adults with ASD are the number of resources needed, and the individualized nature of RT. While recreational therapy encompasses a broad range of activities and exercises, Garcia-Villamizar et al. identified video games and board games in their research. One or both of these things can be secured through library services or through donations, although implementing effective RT programming with random games may be difficult: Garcia-Villamizar et al.’s study consisted of one-on-one sessions for adults with ASD. Due to the immediate need for this variety of programming, RT will need to be implemented for a group program.

[Making Public Spaces More Autism-Friendly - https://www.todayparent.com/the-most-autism-friendly-town-in-canada/](https://www.todayparent.com/the-most-autism-friendly-town-in-canada/)

Through a grassroots initiative, Channel-Port aux Basques, Newfoundland has become the first ASD-friendly town in Canada. The majority of resources are aimed at children, but several methods identified in this example can be adapted for adults. First, parents of children with ASD who reside in the area have worked closely with the municipal government to make resources more autism-friendly: this has extended to day-camp programming and providing first-responders with kits to aid a person with ASD during an emergency. Additionally, a local hotel has created a ‘calming sensory room’ for when guests with ASD feel anxious or overwhelmed. For families visiting the hotel, staff will send a slide show of the hotel and rooms so that guests can familiarize themselves with the space prior to their stay: people with ASD can struggle with change and a hotel can be a difficult adjustment. Finally, staff have received sensitivity training for dealing with patrons with ASD, and parents with ASD have spoken to day camp councillors to make camp programming more inclusive.

At the time of this report, no hotel in London explicitly offers accommodation services for people with ASD. As has been previously identified, there is no recreational programming for adults with ASD. Considering there are 1 in 66 people diagnosed with ASD in Canada (Autism Ontario, 2007), the absence of service could be making London inaccessible to some families.

[ASD Awareness Public Consultation Meeting](#)

The Accessibility Advisory Committee (AAC) is a necessary advisory body within municipal government. London’s AAC has made enormous strides in terms of accessibility advocacy, and making spaces more useable for individuals with accessibility issues. Considering the absence of recreational services for adults with ASD in London, the AAC is the most effective point of contact between Londoners with accessibility issues and City Council. Appeals to municipal government may be the most effective way of raising awareness about the lack of services for adults with ASD as, According Autism Ontario, “there is no consistent government policy regarding the needs for supports and services for adults with [ASD], nor agreement of which ministry/ ministries should be involved in funding those services” (2007). It is the recommendation of this report that the AAC hold a public consultation meeting where the needs of the ASD community can be heard. By consulting stakeholders, the AAC will be poised to address the Community and Protective Services Committee and City Council regarding the absence of resources for adults with ASD in the city.

Inside Out for Autism - <http://insideoutforautism.ca/>

The most direct way to address the perceived needs of the neurodiverse community is raising awareness among the neurotypical population. A greater level of understanding will combat societal barriers and lessen the isolation experienced by individuals with ASD. An effective way to raise awareness within a workplace is to offer seminars and workshops focusing on a specific topic which is not otherwise covered in the corporate training. In terms of raising awareness about autism, a step to demonstrate the City of London's commitment to better serving the ASD population would be participating in Autism Canada's 'Inside Out for Autism' campaign. Participants in the campaign choose a day between April 2nd and October 31st where they will wear their shirt inside out and raise "awareness, acceptance and funds" for the ASD community. Teams can be coordinated through the website: this year, Autism Canada is attempting to raise \$100,000 for autism research.

Parks and Recreation Master Plan -

<https://www.london.ca/residents/Recreation/announcements/Pages/Parks-and-Recreation-Master-Plan.aspx>

As Parks and Recreation considers more ways to better serve London's community, it is the hope of this report that they will consider implementing sensory rooms for the neurodiverse population, and provide training for staff about how to better address the needs of individuals with ASD. Considering the success of Recreational Therapy and other in-person group activities in research on adults with ASD, Parks and Recreation should consider implementing programming specifically for individuals with ASD: the majority of programming serves individuals with developmental disabilities in a broad sense, with nothing targeting ASD specifically.

Conclusion

According to Autism Ontario, the cost of failing to address the needs of adults living in Canada is an estimated \$1.4 to \$8.4 billion (2007). While no breakdown is provided to explain this number, it is certainly a staggering figure. Adults with Autism Spectrum Disorder often experience a 'services cliff' (Oswald) after graduating high school. Individuals who receive an early diagnosis are better situated to access required services until the age of 18, at which point only basic services are provided, with some additional services provided for a fee. In creating an equitable community in which services, spaces and programming are accessible to all individuals regardless of ability, an investment in social and recreational programming for adults with ASD could have lasting benefits. Social programming has an added importance for a demographic which has been known to struggle socially, and whose needs are largely unaddressed by the current offerings. As a person with ASD, Alek Minassian did not have the proper support to ensure an adequate quality of life, resulting in social isolation. It can be speculated that Minassian's isolation and depression lead to his radicalization by incel. In light of the mass murder carried out by Minassian and the lack of supports for adults with ASD, to do less than the bare minimum to address the paucity of services for adults with ASD is to fail. Social and recreational programming can easily be implemented with the City of London's resources and the high level of expertise which exists within the London community. In acknowledging that this is an area in which the needs of a vulnerable group are not being adequately addressed, London can enhance the quality of life for innumerable residents.

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RECREATIONAL AND LEISURE SERVICES FOR ADULTS WITH ASD

Prepared for the Accessibility Advisory Committee

Agenda

- What is ASD?
- Discussion
- Available Services
- Recommendations
- Conclusion

Disclaimer

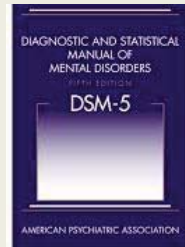
I am not a member of the neurodiverse community, nor am I on the spectrum.

What is ASD?

- “[A] wide range of behavioural challenges stemming from difficulty in verbalizing thoughts, managing anxiety, dealing with change, participating in group activities, disengaging from discussions on a specific topic – all leading to problems in coping with everyday activities” (Autism Ontario, 2007).
- “[P]ersistent deficits in social communication/interaction across contexts” (DSM-5, 2013).

The Importance of Using 'ASD'

- The American Psychiatric Association changed the definition of 'autism' to 'autism spectrum disorder' in 2013.
- The DSM-V definition encompasses research literature and clinical experience which transpired since the publication of the DSM-IV (1994).



Discussion - Raising Awareness

- Children with autism are bullied at a rate three times that of typically developing children" (Hoover and Kaufman qtg. Maiano et al., 2018).
- 50% of people with ASD also suffer from depression (Richa et al., 2014).
- Anxiety is one of the most prevalent comorbidities in children with ASD, with at least 40% of children with ASD meeting the criteria for at least one anxiety disorder (Wijnhoven, 2018).

Discussion

- More than 50,000 adults in Ontario have [ASD] (Autism Ontario, 2002).
- Availability of services depends on a family's financial circumstance, and their geographic location.
- Elevating the general understanding of neurotypical individuals, especially frontline and public sector workers

Discussion – Lack of Programming and Services

- 1 in 68 people are diagnosed with ASD* (Centre for Disease Control, 2014)
- "[T]his prevalence rate highlights the need to focus on efforts that promote quality of life [. . .] leisure, is important to achieving a high quality of life" (Garcia-Villamisar, Dattilo & Muela, 2017).
- "[A]dolescents low in in-person social interaction and high in social media use reported the highest levels of depressive symptoms, suggesting this group is the most in need of intervention" (Twenge et al., 2017).
- <http://journals.sagepub.com/doi/full/10.1177/2167702617723376>

AVAILABLE SERVICES

Autism Junction, ConnectAbility.ca, Personal Recommendations, Developmental Services Ontario

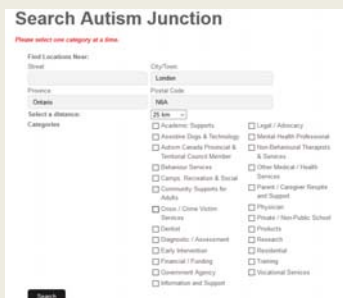
Autism Ontario: ConnectAbility.ca & mycommunityhub.ca

Partner Agencies

- Christian Horizons
- Community Living Toronto
- Corbrook
- Kerry's Place Autism Services
- Meta Centre
- Reena
- Vita Community Living Services
- Aptus
- Bob Rumball
- Holland Bloorview
- L'Arche Toronto
- Montage Support Services
- Geneva Centre for Autism
- KW Habilitation
- Community Living Essex County
- Springboard
- Partners for Planning
- Brantwood Community Services

Autism Junction

- No results for **'Crisis/Crime Victims Services'**
- No results for **'Community Supports for Adults'; 'Training'; or 'Vocational Services'**
- One result for **'Information and Support'** – the London Autistics Standing Together



Elsbeth Dodman



- LEADS
- Accommodation Training and Networking (ATN)
- Hutton House
- We Have Something to Say (WHSTS)
- Grassroots Initiatives

Developmental Services Ontario

- Alice Saddy Association
- Community Living London
- Anago
- Family Services Thames Valley
- Goodwill Industries
- L'Arche London
- Participation House
- Salvation Army
- Victorian Order of Nurses



“Acting my Way Through Autism” by Jake Anthony

- Struggled to communicate and connect with other people.
- Acting gave Anthony greater awareness of other people.
- Emphasis on the 'take-listen-react' of conversations.
- <https://vimeo.com/229801615>



RECOMMENDATIONS

ACCESS Program



Retrieved from:
<https://sites.google.com/a/ycdsb.ca/sbaspecece/social-communication-program>

- “Acquiring Career, Coping Executive Control, Social Skills”
- 19 weekly discussion sessions on important topics
- Parallel programming for parents/ social coaches
- <https://scholarship.org/uc/item/54r9m1f0>

Make Public Spaces More Autism-Friendly

- Channel-Port aux Basques, Newfoundland
- Accommodations in hotels
- Training for frontline staff



Retrieved from <https://celebratecanada.wordpress.com/2009/05/22/day-233-of-a-365-day-portrait-of-canada-channel-port-aux-basques-newfoundland/>

CONCLUSION

Public Consultation Meeting, Closing Remarks

Inside Out for Autism



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ACCESSIBILITY ADVISORY COMMITTEE



HOW TO PLAN ACCESSIBLE OUTDOOR EVENTS

Jon-Paul McGonigle, Division Manager, Parks and Recreation
 Krista Broderick, Manager, Special Events and Community Rentals




Background

- **May 2017:** ACCAC requested that Civic Administration consider updates to the City of London Guide “How to Plan Accessible Outdoor Events”.
- **September 2017:** Council approved the separation of the former Special Events Policies and Procedures Manual into two documents
- Staff have reviewed the recommendations provided by ACCAC and incorporated them into the 2018 Special Events Administrative Procedures.

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Input incorporated

<p>Parking:</p> <ul style="list-style-type: none"> • Parking spaces are wide enough to accommodate accessible vans/buses and people who use mobility aids; • Parking spaces are as close to the entrance of the event as possible; and • Event personnel are familiar with the location of these parking spots. 	<p>Public Entrance:</p> <ul style="list-style-type: none"> • The presence of a level entrance that persons using wheelchairs or mobility aids can pass over; • An entrance that is wide enough for wheelchairs to pass through. (Greater than 32" recommended); ?? • In the event that the main entrance isn't accessible, there are signs directing people to the accessible entrance; and • If the main entrance has steps, it also has a railing.
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Input incorporated cont'd

<p>Emergencies:</p> <ul style="list-style-type: none"> • Auditory and visual alarms in the event of an emergency; • Your evacuation plan addresses the evacuation of persons with special needs; and • Staff are trained in these evacuation procedures. 	<p>Washrooms:</p> <ul style="list-style-type: none"> • Accessible outdoor portable washrooms inline with the size/scope of the event; • Washrooms located in accessible areas; • Washrooms locations are displayed using large clear letters, and understandable pictures or symbols are used on the signs identifying the accessible washroom(s); and • Event personnel know where the accessible washrooms are located.
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Input incorporated cont'd

Way-Finding Signage:

- Ensure all signs have large clear letters, use plain language, have good colour contrast, and can be read in all light conditions, in order to direct people to specific areas.


Lighting:

- All areas of travel and the display/booth areas must be adequately lit.

Entertainment Seating:

- The seating ensures an unobstructed view;
- A companion can sit beside the person with the disability; and
- Supports are available for the deaf, deafened, or hard of hearing.

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Input incorporated cont'd

Cables & Cords:

- Cover electrical cables and cords that cross aisles or pathways; and
- Cable covers should be no more than a half-inch (1.25 centimeters) thick so that they do not become a tripping hazard and so wheelchairs can traverse across them.

Food:

- Event personnel are available to assist participants in obtaining food and beverages;
- Part of the food counter is lowered to allow persons with mobility aids to access it easily (34 inches is recommended); and
- There is a clear path between tables for a mobility aid user to maneuver. (42 inches is recommended).

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Input incorporated cont'd


Tickets:

- The queuing (line-up) area is accessible (and maneuverable) for mobility aid users;
- There is adequate colour contrast between barriers;
- Tickets, where relevant for accessible seating areas, can be ordered in advance of the event by phone.

Rest Area/Quiet Space:

- Provide a designated quiet space for rest, especially if your event attracts large crowds and is longer than a couple of hours.

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Thank You

Questions?

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Accessibility Advisory Committee

Report

5th Meeting of the Accessibility Advisory Committee
May 24, 2018
Committee Room #4

Attendance PRESENT: J. Madden (Chair), M. Cairns, L. Chappell, M. Dawthorne, A. Forrest, N. Judges, P. Moore and J. Bunn (Secretary)

ABSENT: J. Higgins, J. Menard, K. Ramer, K. Schmidt, F. Simmons and P. Quesnel

ALSO PRESENT: D. Baxter, C. Da Silva, M. Dellamora, M. Elmadhoon, K. Husain and M. Morris

The meeting was called to order at 3:01 PM.

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

2. Scheduled Items

2.1 Main Street Infrastructure Improvements (Lambeth)

That the Civic Administration BE ADVISED that the Accessibility Advisory Committee recommends that additional on-street parking on Main Street in Lambeth be installed between South Routledge Road and Bainard Street (Site 2); it being noted that the attached presentation from M. Davenport, Engineer-in-Training, was received with respect to this matter.

2.2 2018 Parking Lot Rehabilitation

That the following actions be taken with respect to the 2018 Parking Lot Rehabilitation program:

a) the Manager, Municipal Law Enforcement Services - Parking and Licensing, or designate, BE REQUESTED to attend a future meeting of the Accessibility Advisory Committee (ACCAC) to discuss accessible pay parking meters; and,

b) the Civic Administration BE ADVISED that the ACCAC recommends that one additional accessible parking spot be installed in Lot 3E at Piccadilly east of Richmond Street, just south of the pay station;

it being noted that the attached presentation from M. Davenport, Engineer-in-Training, was received with respect to this matter.

2.3 Complete Streets Update

That it BE NOTED that the attached presentation from M. Morris, Engineer-in-Training, with respect to a Complete Streets update, was received.

2.4 Parks and Recreation Master Plan Update

That the attached presentation from M. Dellamora, Supervisor, Age Friendly London, with respect to the Parks and Recreation Master Plan Update, BE REFERRED to the Policy Sub-Committee for review and to respond to the four guiding questions contained within the presentation.

3. Consent

3.1 3rd and 4th Reports of the Accessibility Advisory Committee

That it BE NOTED that the 3rd and 4th Reports of the Accessibility Advisory Committee, from the meetings held on March 22, 2018 and April 26, 2018, respectively, were received.

3.2 Municipal Council Resolution - 4th Report of the Environmental and Ecological Planning Advisory Committee

That Municipal Council BE REQUESTED to take no action with respect to the proposed "Green Standards for Light Pollution and Bird-Friendly Development" document submitted by the Environmental and Ecological Planning Advisory Committee, pending the completion of a review and report back to the Accessibility Advisory Committee (ACCAC) by Civic Administration with respect to how the proposal relates to accessibility and the ACCAC has been able to provide input on the draft proposal; it being noted that the ACCAC received the draft proposal for review at the May 24, 2018 meeting of the committee.

3.3 Municipal Council Resolution - Mayor's New Year's Honour List Policy By-law

That it BE NOTED that the Municipal Council resolution, from its meeting held on April 24, 2018, with respect to the changing of the Mayor's New Year's Honour List nomination category from "Persons with Disabilities" to "Accessibility", was received.

3.4 Municipal Council Resolution - Conservation Master Plan for Medway Valley Heritage Forest Environmentally Significant Area.

That the Managing Director, Corporate Services and City Solicitor BE REQUESTED to seek a legal opinion, from an expert in Accessibility and Human Rights legislation, with respect to the following matters, as they relate to the Conservation Master Plan for the Medway Valley Heritage Forest Environmentally Significant Area and the related, attached Council resolution:

a) clarification and direction on parts a) iv) and a) vi) and the application of section 80.15 of the Accessibility for Ontarians with Disabilities Act (AODA), Regulation 191/11 Integrated Accessibility Standard, as it applies to the Municipal Council's decision to reject portions of the recommended Master Plan;

it being noted that clause a) iv) calls for further consultations, however clauses a) i), a) ii), a) v) and a) vii) all serve to limit the scope of what the community (including the Accessibility Advisory Committee [ACCAC]) can discuss, comment on, or recommend and this is of particular concern as several members of Municipal Council cited ineffective or insufficient consultation as a major factor in their rejection of the CMP Phase 2 put forth by the Civic Administration;

it being further noted that, with respect to clause a) vi), the direction to limit hardscaped surfaces may be deemed to be in direct conflict with the Municipal Council endorsed Trail Guidelines and the provincial legislation, more specifically the AODA, Regulation 191/11 Integrated Accessibility Standard, which noted in section 80.9 (1), subsection 3, that “the surface of a recreational trail must be firm and stable”, and section 80.14 (b) further clarifies that “where an exception is permitted to a requirement that applies to a recreational trail..., the exception applies solely to the portion of the recreational trail...for which it is claimed and not to the recreational trail...in its entirety”;

b) to further clarify the much discussed and cited exemption, under section 80.15 of the standard, as the ACCAC believes it does not apply and cannot be used to justify limited accessibility in the Valley;

it being noted that the exemption requires the municipality to demonstrate a significant risk to the environment exists;

it being further noted that the Conservation Master Plan Phase 1, to which the ACCAC had no involvement or undue influence, delineated between areas of high and low sensitivity and risk to the environment and all proposed accessibility enhancements were contained within the Natural Environment Zones, as opposed to the sensitive Nature Reserve Zones; and,

c) to address the application of the Ontario Human Rights Code, as well as the Universal Declaration of Human Rights, as proclaimed by the United Nations, cited in the preamble of the Code, as it relates to the above-noted Municipal Council resolution, most notably the application of sections 1, 2, 13 and 17 of the Code;

it being noted that all discussions at committee level and Municipal Council level addressed only the AODA when discussing accessibility legal requirements.

3.5 Notice of Public Meeting - Zoning for Supervised Consumption Facilities and Temporary Overdose Prevention Sites

That it BE NOTED that the Notice of Public Meeting, dated April 25, 2018, from L. Maitland, Planner I, with respect to an amendment to the Zoning By-law related to supervised consumption facilities and temporary overdose prevention sites, was received.

3.6 Letter of Resignation

That it BE NOTED that the letter of resignation from the Accessibility Advisory Committee, dated May 10, 2018, from N. Turner, was received.

4. Sub-Committees and Working Groups

None.

5. Items for Discussion

None.

6. Deferred Matters/Additional Business

None.

7. Adjournment

The meeting adjourned at 4:58 PM



London
CANADA

P.O. Box 5035
300 Dufferin Avenue
London, ON
N6A 4L9

June 13, 2018

Mayor M. Brown

B. Coxhead
Managing Director-Corporate Services & Chief Human Resources Officer

T. Wellhauser
Facilities Division Manager

I hereby certify that the Municipal Council, at its meeting held on June 12, 2018 resolved:

That the following actions be taken with respect to the delegation of members of the Accessibility Advisory Committee:

a) the Mayor BE REQUESTED to organize an initial meeting with representatives from the Accessibility Advisory Committee (ACCAC) to discuss the concerns raised and develop recommendations and next steps;

it being noted that the Mayor and representatives from ACCAC will report back to the Community and Protective Services Committee within 30 days;

b) the following actions be taken with respect to the 4th Report of the Accessibility Advisory Committee, from its meeting held on April 26, 2018:

i) the "Top Asks" in each of the three key identified areas (transportation, employment, infrastructure), contained in the Education and Awareness Sub-Committee Report, as appended to the agenda, BE RECEIVED and BE REFERRED to the discussion noted in the previous motion; it being noted that five community open house events identified these three key areas of deficiency as barriers to accessibility;

ii) that the following actions be taken with respect to the communication dated March 24, 2018, from S. Connors, with respect to improving accessibility:

A) the Civic Administration BE ENCOURAGED to include designated scooter/wheelchair charging stations in any new municipal buildings, or significant renovations to municipal buildings, as well as including this concept in the next revision to the Facility Accessibility Design Standards (FADS); and,

B) the City of London Accessible Customer Service Training BE AMENDED to include a process for accommodating requests for charging scooters/wheelchairs at existing municipal facilities;

iii) the Manager, Special Events, Community Rentals, or designate, BE REQUESTED to provide an update regarding the status of the Outdoor Event Guide; and,

iv) clauses 1.1, 3.1 to 3.6, 5.1 and 5.2, BE RECEIVED;

it being noted that the attached presentation from J. Madden, M. Dawthorne, M. Cairns, A. Forrest, J. Menard, P. Moore, N. Judges, L. Chappell and K. Husain was received with respect to this matter. (3.1/9/CPSC) (AS AMENDED)



C. Saunders
City Clerk
/kmm

cc: Chair and Members of the Accessibility Advisory Committee

Built Environment Sub-Committee
Monday June 11, 2016
City Hall 2nd Floor meeting room

Members present: Jackie Madden, Michael Dawthorne, Laurie Chappell

1. Community Gardens update (Cheryl ?)
 - Kiwanis Park completed and ready to go in the coming weeks. Raised beds, pathway complete and water lines being installed
 - Carling, Nicholson/Wilson, Ann St and Proudfoot are in the planning stages for updates which should be completed in the fall
 - 97% of city plots are being used
 - Ed Blake-replaced raised beds in May. Were built by Youth Opportunities Unlimited. Looking at adding an accessible water tap
 - Michael requested adding Community Gardens standards to FACS
 - Vanessa willing to come back to committee to show us new potential designs for raised beds.

2. London Complete Streets Design Manual
 - Some discussion about length of the document (135 pages) and clarifications that are needed
 - Too much content to cover without guidance

Motion: Request that City Staff attend a future sub-committee meeting to review this document in more detail and give the committee more time to provide feedback.

3. Traffic Calming Measures
 - Discussion about current traffic calming measures and their effects on our community

Motion: Invite a city representative to a future ACCAC meeting to discuss traffic calming measures used in the City of London and particularly the effects of those measures on people with disabilities.

4. Accessible parking lot failures
 - Jim sent pictures of parking lot failures to staff in the past few years
 - Not sure if they have ever been assessed
 - Send email to Shane McGuire after checking with Jim

5. Site Plan Checklist
 - Michael advised that the last round of site plans that came in did not demonstrate that the checklist is being implemented
 - Clarify how the checklist is being used when the delegation attends our meeting
 - Request plans be sent to ACCAC only at the stage where the checklist has been used



London
CANADA

DATE: May 22, 2018

TO: Chair and Members
Accessibility Advisory Committee

FROM: Cathy Saunders, City Clerk

RE: Statement at Council and Standing Committee Meetings –
Supportive Devices

The Accessibility Advisory Committee requested:

- “c) that the following actions be taken with respect to the Policy Sub-Committee report from the meeting held on July 4, 2017:
 - i) Municipal Council BE REQUESTED to read a statement, in the spirit of the following, prior to each Council and Standing Committee meeting:

"The City of London is committed to fostering an accessible and inclusive community wherein all members of the public have equitable access to Municipal Council and its activities. To facilitate this environment, the City of London offers supportive devices, communications supports and adaptive technologies to those in attendance and those off-site. If you require assistance, please contact the City Clerk;".

The Civic Administration has reviewed the above request and will be posting the following statement on:

- a) Council and Standing Committee Agendas;
- b) the meeting page of the City of London’s website; and
- c) the slide deck displayed in the Council Chambers prior to the commencement of a meeting:

The City of London is committed to making every effort to provide supportive devices, communication supports and adaptive technologies to those in attendance at Council and Standing Committee meetings, should they be requested. Please contact the City’s Specialist I, Municipal Policy (AODA) with respect to any accommodations required for a Council or Standing Committee meeting, or other City service, at 519-661-2489 ext. 2425 or cdasilva@london.ca.

Rationale: Advising members of the public to request the above-noted supports at the beginning of a meeting would not always provide sufficient lead time to put the supports in place for the meeting for which they are being requested. By including the statement on Agendas and the City of London’s website, individuals will have the opportunity to request the supports with as much lead time as possible for staff to address those requests.

On the rare occasion that a Council or Standing Committee meeting is held at an alternate venue, the City may not have access to the same support infrastructure available in the Council Chambers. However the City will still make every effort to put in place suitable accommodations to meet the needs of an individual.



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